

CONFIDENTIAL RECORD SHEET

REGISTRATION, SUBSCRIPTION AND STATISTICAL SERVICE

APPENDIX A

BOY SCOUTS OF AMERICA

DATE 6/1/88

FULL NAME James A. Hale SOCIAL SECURITY NUMBER [REDACTED]
(No initials if you can possibly get full name)
ADDRESS [REDACTED]
CITY Pearl City STATE Hawaii ZIP CODE 96782
DATE OF BIRTH 11/12/58 (This is important and should be exact)
APPROXIMATE AGE _____ (To be used ONLY when date of birth is not known)
RELIGION _____ NATIONALITY _____
OCCUPATION BSA-Section Advisor OA
EDUCATION BS-Univ. of Hawaii 1979-1981
WEIGHT 150 HEIGHT 5'10" RACE Eurasian
COLOR OF HAIR Dark COLOR OF EYES Dark
OUTSTANDING CHARACTERISTICS OR INTERESTS _____
MARRIED OR SINGLE _____ CHILDREN _____
(Number, ages, and names, if possible)
NAME OF SPOUSE _____

SCOUTING CONNECTIONS:

<u>UNIT #</u>	<u>CITY</u>	<u>STATE</u>	<u>POSITION</u>	<u>DATE REGISTERED</u>	<u>DATE RESIGNED</u>
		HI	camp staff SA	81-82	May 18, 1988

SPECIAL RECOGNITION _____

SUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS:

Sexually molesting scouts from 1980 to 1985.

SPECIFY THE FACTS WHICH LEAD YOU TO RECOMMEND DENIAL OF REGISTRATION AND LIST ATTACHED SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS, NOT RUMOR, CONJECTURE OR SPECULATION):

CONFIDENTIAL

JUN 06 1988

F. STARON

RS-509

4/14/83-nah

JUL 01 '88

JOSEPH L. ANGLIM

Signed Registration/National
SCOUT EXECUTIVECouncil For Co-803

CONF020897

July 6, 1988

Richard L. Weidman
Scout Executive
Far East Council, No. 803

PERSONAL AND CONFIDENTIAL

SUBJECT: James A. Hale, Jr.

Dear Dick:

Thank you for the detailed information sent concerning the above Scouter. This case has been reviewed with our attorney and is now on our permanent Confidential File.

Sincerely,

Paul Ernst, Director
Registration Service

pam

cc: Western Region

READY TO FILE
JUL 7 1988
ERIN O'RILEY

CONF020898



FAR EAST COUNCIL
BOY SCOUTS OF AMERICA
APO SAN FRANCISCO, CALIFORNIA 96328
PHONE 225-8797 YOKOTA AIR BASE JAPAN

803

MESSAGE

TO Paul Ernst
BSA
Director

DATE 6-16-88
SUBJECT Pack C3200 (Adult)

- Please remove the name of James A Hale JR.
off the Adult Roster of Pack C3200. He is no
longer with the Pack

Thank you SIGNED Karen Trace (Registrar)

REPLY

DATE _____

SIGNED _____

June 21, 1988

Mr. Richard L. Weidman
Scout Executive
Far East Council, No. 803

PERSONAL AND CONFIDENTIAL

SUBJECT: JAMES A. HALE, JR.

Dear Dick:

I really hated to give you the information about this individual. This came as a shock to us also, but he was accused of molesting scouts from 1980 to 1985. We have signed statements from individuals, who are now in college, who indicated they were molested by Jim Hale. This youth member was apparently a member of Troop 102 and I believe that Jim Hale was associated with this for a period of time.

Apparently the one family, where molestation took place, had known Jim Hale in some other locations. I believe in Hawaii, where he had been involved.

A report was made to Carswell Air Force Base in Texas in March of this year, those statements are in our files.

We, also, have the information which came to us from the Florida Sea Base. Ray Neal had issued instructions that Jim Hale was to be called into the office. A statement was to be read indicating that we had information that he was involved in child abuse for an extended period of time, involving an individual in Okinawa. A letter of resignation was given to Jim Hale which he signed with no protest or denials.

I hope the information I have given you will be of some help to you. I don't know if you could get any additional information if you talked to any individuals that are still associated with Troop 102.

Let me know if you desire any further information.

Sincerely,

Paul Ernst, Director
Registration Service

pan

cc: Western Region

CONF020900



FAR EAST COUNCIL
BOY SCOUTS OF AMERICA
APO SAN FRANCISCO, CALIFORNIA 96328

PHONE 225-8797 YOKOTA AIR BASE JAPAN

CLARE
THE FILE
PLEASE

TO

MR. PAUL ECKST - DIRECTOR
REGISTRATION SERVICE
BOY SCOUTS OF AMERICA

DATE

JUNE 15, 1983

SUBJECT

JAMES A. HALE JR

-DEAR PAUL

JUST RECEIVED YOUR LETTER WITH REFERENCE TO JIM HALE

AND HIS DISCHARGE FROM THE BOY SCOUTS OF AMERICA. WHAT

YOU SAY IS MOST LIKELY TRUE, BUT BELIEVE ME, IT IS QUITE
A SHOCK TO ME. I STILL CAN'T BELIEVE IT!

WHAT PUZZLES ME, IS, WHY I HAVEN'T HEARD OF ANYTHING

BEFORE THIS LETTER FROM YOU. FOR THE 3 YEARS THAT HE

HAD SERVED IN OKINAWA NOT ONE INSTANCE OF MISCONDUCT

WAS REPORTED OR EVEN HINTED AT. THIS IS ALSO THE CASE

OF HIS SERVING 2 ADDITIONAL YEARS IN KOREA!



**FAR EAST COUNCIL
BOY SCOUTS OF AMERICA**
APO SAN FRANCISCO, CALIFORNIA 96328

PHONE 225-8797 YOKOTA AIR BASE JAPAN

TO _____

DATE _____

SUBJECT _____

PAGE 2

— WAS A PROPER INVESTIGATION COMPLETED BY THE MILITARY
AUTHORITIES ON OKINAWA? IF THIS HAD BEEN DONE AND
I WAS INFORMED OF ANY MISCONDUCT, I WOULD HAVE
TAKEN IMMEDIATE ACTION. PAUL, I HAVE BEEN
AROUND LONG ENOUGH TO KNOW THAT AN ALIAS IS POSSIBLE,
BUT THIS REVELATION IS ALMOST HARD TO BELIEVE.
IF YOU COULD PROVIDE US WITH ANY ADDITIONAL INFORMATION
IT WOULD BE APPRECIATED, IF NOT I WILL UNDERSTAND.
HIS NAME WILL BE REMOVED FROM ALL AND ALL UNITS
ON OUR RECORDS.

SINCERELY,

[Signature]

SE.

June 8, 1988

Mr. Richard L. Weidman
Scout Executive
Far East Council, No. 803

PERSONAL & CONFIDENTIAL

SUBJECT: James A. Hale, Jr.

Dear Dick:

Jim Hale did transfer from your council to the Florida High Adventure Base. Information came to us at that time related to some sexual abuse charges which occurred when he was in Okinawa.

We did receive written statements from youth members who indicated they had been molested while they were stationed there by Mr. Hale. We have enough information to substantiate this and Jim Hale has been discharged from the profession and is not working at the Florida High Adventure Base.

I am sorry to have to give you this information; however, I hope you can use it as substantiation for deleting his registration from units in your council where he is still registered.

Sincerely,

Paul Ernst, Director
Registration Service

mdg

cc: Western Region

READY TO FILE
JUN 10 1988
ERIN ORILEY

CONF020903



SCOUTING/USA

A program for Cub Scouts, Boy Scouts, and Explorers

National Office
BOY SCOUTS OF AMERICA

1325 Walnut Hill Lane, Irving, Texas 75038-3096
Telephone: 214-580-2000

May 24, 1988

Mr. Richard L. Weidman
Scout Executive
Far East Council, No. 803

PERSONAL AND CONFIDENTIAL

SUBJECT: James A. Hale Jr.

Dear Dick:

I was recently made aware of the termination of Mr. Hale as a professional. This necessitated placing him on the confidential file.

We find that Mr. Hale is presently registered in your council in three different units. We are asking that you delete him from these registrations at the present time. The units involved are Pack C3200, ID #015738, Pack C3231, ID #012752, and Post E2088, ID #016641.

We hope you will tell us if you have any other material which you feel will be helpful to us in substantiating our file, which will lead to refusal of future registration attempts. Thanks again for your help and let us know if we may be of any service to you.

Sincerely,

Paul

Paul Ernst, Director
Registration Service

ag

cc: Western Region

5/31/88

Dear Paul -

Don't understand - Jim Hale Jr. is a professional, just left our council for a position on the National Staff at the Florida Gateway Teen Adventure Base -

Termination from our Council Registry probably - but don't know if any confidential file designation -

Check on this, but sure it is an error.

PLS let me know outcome.

PLEASE NOTE NEW MAILING ADDRESS:

Boy Scouts of America, 1325 Walnut Hill Lane, P.O. Box 152079, Irving, Texas 75015-2079

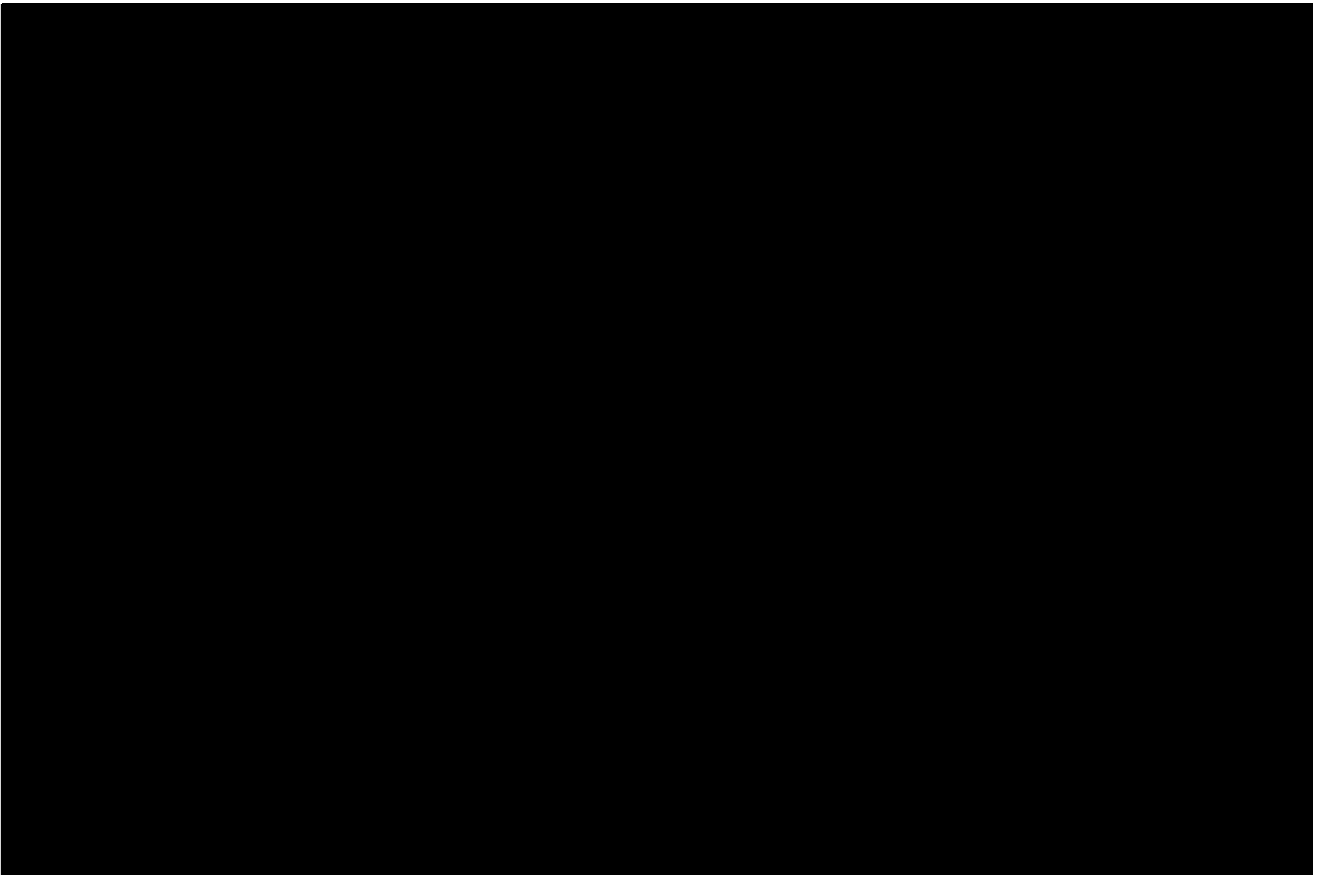
CONF020904



BOY SCOUTS OF AMERICA

National Office
1325 Walnut Hill Lane
P.O. Box 152079, Irving, Texas 75015-2079
214-580-2000

CONFIDENTIAL



CONF020905

Dear Mr. Neal:

6 June 1988

I want to thank you very much for all the help you have given to [redacted] and the quick action that has been taken re: Jim. You have been very kind & understanding. I was down to see [redacted] last weekend and he told me you requested a copy of his statement to OSI and also the names of other boys involved.

The statement is attached and the names of the Scouts involved

[redacted]
[redacted]
[redacted]

→

[redacted] Let actual involvement with Jim Hale & [redacted] and he is now able to handle the situation and talk about it.

Okunawa, Japan

[redacted]

Eagle Scout Alaska - 99577

We believe [redacted] matches was instrumental in the arrest and sentencing to St. Lawrence of an Assistant Scoutmaster of Troop 2 in Okunawa in 1983 or 84. We don't remember the Scoutmaster's name, but we know he worked at the Kadena Hospital.

[redacted]

- Questionable but he was a close friend of Jim's.

Ensign Jensen 67210

I only wish there was something legal we could do to imprison both, but I have been informed by [REDACTED] at OSI, [REDACTED] that they only have jurisdiction over [REDACTED] but because Jim Hale is a civilian they cannot do anything.

It is comforting to know that he will never be able to be around Scouts again, but what about other kids, - Boy's Clubs, YMCA where Jim possibly will apply for a job.

Jim Hale is originally from Pearl City, Hawaii and he was always involved in Scouting there.

[REDACTED] who in the ^{late} 1970's had warned me of a possible problem with Jim was a Scoutmaster there. Our other son [REDACTED] was more or less a test in some ways for Jim because he had never done anything out of the ordinary with him, we thought the rumors were only rumors. It is such a sad thing for all the kids he has touched.

Again I want to thank you for such quick action in this matter. He is a family loved Scouting and all of us were deeply involved for several years and I knew it is a good program for young boys. I would hate to have it ruined by people like [REDACTED]

If I can be of any help in anything, please feel free to give me a call or write a note

[REDACTED]

St. Worth TX 76116
WP 3348756 - #P. 7313850

STATEMENT OF WITNESS

DATE

23 Mar 88

PLACE

Carswell AFB, TX

, hereby state that

was identified to me

as Special Agent, Office of Special Investigations, USAF.
(Special Agent AFOSI, Security Police, Other-Specify)

I do hereby voluntarily and of my own free will make the following statement without having been subjected to any coercion, unlawful influence or unlawful inducement.

I attended summer camp at Pupuka Boy Scout Camp in Hawaii; sometime during the summer of 1979. I was working on my environmental science merit badge. JIM HALE, a good friend of my brother's, a Boy Scout counselor and supposedly an all around "Great Guy", volunteered to help me on my daily, hour observation of a field location near the area. While watching the wilderness, I fell asleep. Upon waking up I found myself stimulated and shocked. JIM was performing oral sex on me. After that day he took advantage of the time that nobody was looking and fondled me. That is basically all that happened in Hawaii. When JIM came to visit the family in 1980, while we lived on Okinawa, I wondered if things would start over. Things didn't during this visit. It was the second visit when things started to occur again. I don't remember the first time it started but at some point in his stay it did. It was from 1982 to the middle of 1984. Most of the events in concern were performed at his apartment. I would have to say he never forced me violently to do anything. I was a little older at this time and the curiosity of puberty set in. One time, after resting his head actively in my lap, he moved my hand to his crotch and moving it in such a way to stimulate him. I remember him telling me, "Don't be scared about what is going to happen", then he ejaculated. Most young adults like to think about the first time they came. I n't. The times I spent with him in his room, though at that time I was confused, would much more be preferred by a homosexual. I have waited for the last four years or so to talk about this out of fear and love for my mother. I thought I would never say anything about this, I'm sure he did too. My mother dated JIM in Okinawa, because he gave her the love she needed during the separation of my parents. My mother came home delirious. I never wanted her happiness destroyed, so I kept quiet.

CONTINUATION SHEET FOR AF FORM 1168 AND 1169

I further state that I have read this entire statement, initialed all pages and corrections, and signed this statement, and that it is correct and true as written. *[Signature]*

WITNESSES:

[Redacted Signature]
(Signature)

[Redacted Address]
(Address)

(Signature)

(Address)

[Redacted Signature]
(Signature)

Subscribed and sworn to before me, a person authorized by law to administer oaths, this

23rd day of March 19 89

at Carswell AFB TX

[Redacted Signature]
(Signature of Person Administering Oath)

Lawrence P. Pinckos, SA, USAF
(Type Name, Grade & Title of Person Administering Oath)

May 24, 1988

Mr. Richard L. Weidman
Scout Executive
Far East Council, No. 803

PERSONAL AND CONFIDENTIAL

SUBJECT: James A. Hale Jr.

Dear Dick:

I was recently made aware of the termination of Mr. Hale as a professional. This necessitated placing him on the confidential file.

We find that Mr. Hale is presently registered in your council in three different units. We are asking that you delete him from these registrations at the present time. The units involved are Pack C3200, ID #015736, Pack C3231, ID #012752, and Post E2038, ID #016641.

We hope you will tell us if you have any other material which you feel will be helpful to us in substantiating our file, which will lead to refusal of future registration attempts. Thanks again for your help and let us know if we may be of any service to you.

Sincerely,

Paul Ernst, Director
Registration Service

ag

cc: Western Region

READY TO FILE

MAY 25 1988

ERIN O'RILEY

CONF020910

Accused: Jim Hale

CO 803

RESIGNED
HEAL WITH
FURNISH 1250
6-7-82
MAY 17, 88
PAGE 0

THIS EPISODE OF MY RATHER DERANGED

13/4-11/58 LIFE COMMENCED IN THE SUMMER OF 1980

CO 803

3200-015738

3231-012752

2088-016641

AT CAMP PUPAKIA, HAWAII. THIS WAS THE
ESTABLISHED SUMMER CAMP FOR THE ALOHA
COUNCIL. I WAS ABOUT 11 YEARS OF AGE.

MY BROTHER, [REDACTED], WAS VERY ACTIVE

CO 928

D8603

IN THE B.S.A. PROGRAM; MONTHS CLOSE TO HIS

EAGLE SCOUT AWARD AND ACTIVE IN THE

ID#000013 ORDER OF THE ARROW. THE NAME JIM HALE HAD

Professional BECAME KNOWN TO ME, THROUGH MY BROTHER.

MR. HALE WAS VERY ACTIVE (APPARENTLY MORE

ACTIVE THAN MOST THOUGHT) WITH THE

PROGRAM. HE WORKED CLOSELY WITH MY

BROTHER; GUIDING HIM, COACHING HIM ON

HIS CLIMB TO EAGLE SCOUT. HE, JIM, BECAME

A FRIEND OF THE FAMILY. AS I LOOK BACK

ON THAT TIME, MR. HALE, SEEMED TO TAKE

ADVANTAGE OF THE TIME WE HAD ALONE

TOGETHER TO FONDLE MY RATHER UNDEVELOPED

BODY; IT WASN'T UNTIL THE SUMMER OF 80

THAT THINGS BECAME OBVIOUSLY APPARENT ON

WHAT HE WAS DOING. HE WAS "HELPING" ME

WITH MY ENVIRONMENT SCIENCE MERIT BADGE.

THE REQUIREMENT OF THE BADGE, DEMANDED
HOURS OF OBSERVING THE NATURE. JIM

DECIDED TO TAKE ME OUT TO A SPOT SUITABLE

NOT ONLY FOR THE BADGE BUT ALSO TO HIM.

CONF020911

DURING THIS HOUR, I, NOT NEEDING TO EXPLAIN WHY A YOUNG TENDERFOOT WAS TIRED AT 2 IN THE AFTERNOON, 3 DAYS INTO SUMMER CAMP, AFTER A VERY ADVENTUROUS EVENING OF CHASING THE LEGENDARY "SNIPE",
 ADUWAY, I FELL ASLEEP. I WAS AWOKEN WITH A STIMULATING FEELING MR. HALE WAS ACTIVELY RESTING HIS HEAD BETWEEN MY LEGS. I MYSELF STILL PONDERING WITH THE CURIOSITY OF POEBERTY DIDN'T KNOW WHAT TO DO. THOUGH HE ONCE ASK FOR ME TO PERFORM THIS RATHER SODOMISTIC ACT ON HIM, HE NEVER REALLY FORCED IT; NEEDLESS TO SAY HE NEVER FELT THE SATISFACTION. AFTER THIS DAY, HIS FEELINGS FOR ME CHANGED, HE BECAME MORE AROUSED. LET ME STRESS THAT IT WASN'T UNTIL HE CAME TO OKINAWA THAT THE ACTS GOT MORE INVOLVED.

MR. HALE CAME TO OKINAWA TO VISIT THE FAMILY, I AVOIDED HIM AS OFTEN AS POSSIBLE. I WONDER IF THINGS WOULD START BACK UP AGAIN, TO MY RELIEF; NO AVAIL. IT WASN'T UNTIL HE CAME BACK FOR HIS SECOND VISIT, THAT HIS SEXUAL OBSESSION TOOK OVER HIS BETTER QUARTER. ~~HE~~ THIS MUST OF BEEN FALL OF 82. HIS HANDS

WONDERED ENDLESSLY OVER MY BODY, THAT WAS JUST STARTING TO SEE THE ENJOYMENT OF ADULT HOOD. THOUGH MY BODY MAY HAVE BEEN READY, MY MIND WAS CONFUSED AND DIDN'T KNOW WHAT TO DO; ^{OR EXPECT} DURING THESE TIMES I WAS SEXUALLY VIOLATED, I REMEMBER ONE TIME IN CRINAWA WHEN HE TOOK ME TO HIS HOUSE; HE STARTED FEELING ME, TOOK OFF MY PANTS, AND LATER HIS. HE ACTED LIKE AN OESTRUS DOG. HE, WELL I CAN THINK OF NO OTHER WAY TO SAY IT POLITELY, JERKED ME OFF. HE GRAB ~~BE~~ MY HAND AND MOVED IT ACROSS HIS PENIS. HE THEN STARTED MOVING IT UP AND DOWN; THEN LET GO FOR ME TO FINISH. HE TOLD ME DON'T BE SCARED ABOUT WHAT IS GOING TO HAPPEN; THEN HE CAME. THIS CONTINUED ON MAYBE TWICE A MONTH. THAT IS THE ONLY TYPE OF STIMULATION HE GOT FROM ME, UNLESS THE EXCITEMENT~~HE~~ OF PERFORMING ORAL COUPULATION IN SOME WAY INFLAMED HIM. LET ME GO BACK ^{WHEN} ~~TO THE TIME~~ HE VISITED THE SECOND TIME. MY MOTHER AND FATHER'S RELATIONSHIP WASN'T DOING ~~AS~~ THAT GREAT. MY MOTHER WAS IN SEARCH FOR THE LOVE MY FATHER SEEMED TO BE MISSING, SHE FOUND IT IN JIM. JIM GAVE HER THE LOVE AND

PAGE 4

AFFECTION SHE NEEDED. HE WOULD CONSTANTLY
BE GIVING HER THINGS, FLOWERS, ORNAMENTS, ETC.
SHE ENJOYED THIS. I SAW MY MOTHER
HAPPY ONCE AGAIN. I LOVE SEEING MY
MOTHER HAPPY. I BELIEVE THIS IS WHY
I REMAINED SILENT. SO NOT ONLY WAS
HE WITH ME, AND A FEW OTHER SCOUTS,
BUT ALSO MY MOTHER. I'M NOT TOO SURE
WHAT YOU WILL DO WITH ~~MR.~~ MR. HALE,
BUT HE NEEDS TO BE TAKEN AWAY FROM
KIDS. I HAVE HAD A HARD TIME MAKING MY
LIFE MAKE SENSE. FOR AWHILE I WAS
SEXUALLY CONFUSED. IT WASN'T TIL '85
THAT THE GIRLS IN MY SENIOR YEAR
HELPED STRAIGHTEN ~~ME OUT~~ OUT ~~OF~~ MY
LIFE OF CHAOS. ~~HA~~

[REDACTED] MAY 17, 88
[REDACTED]

Witnessed 5/17/88
RK/Real

5/13/88 Subject: James A. Hale Jr.

Today Ted Accas received a

phone call from [REDACTED]

No action taken

until further word mother of [REDACTED] a
from personnel.

5/13/88

student at College Station, TX

sharing with her that while

he was a Scout in Troop 102

For East Area he was

sexually abused by his

District Executive ~~and~~ James Hale

and Scout Master ^{James} Seifert

not reg. at this time

Received info with [REDACTED]

[REDACTED] arranged for [REDACTED]

to call Keith Pano and

get signed statement before
any confrontation or action on
employment is taken



did not
by VJ

Paul Ernst



Statements from
re: Jim Hale and Tom Siefert

James
H. Schmitt

TERMINATION OF SERVICE REPORT

Upon notice of an employee's termination (1) immediately notify Payroll by calling (214) 580-2326 or 580-2327; (2) complete this form; and (3) as soon as possible, submit all copies of this form (except pink copy) and a copy of the current Individual Attendance Record to the Employment Office, S223.

Name JAMES A. HALLForwarding Address Pearl City HAWAII 96782Social Security [REDACTED]Birthdate 11/12/58 Today's Date MAY 23, 88Date Employed MAY 15, 85 Termination Date MAY 16, 88Account Number 2553 Current Salary \$ [REDACTED]Position ADMIN ASSN. FLN. SEA BASERegion, Division, or Service EDUCATION PROGRAM

Type of Termination (Check one):

- ☒ Resignation ☐ Prenormal Retirement
☐ Death ☐ Retirement
☐ Discharge ☐ BSA temporary to BSA regular

*Recommendation to discharge must be reviewed by the director of Employee Relations. Discharge must also have the concurrence of the director of Personnel Administration. A letter of discharge, stating the reason(s) for separation, must be attached to the Termination of Service Report.

[Signature]
 Signature of Director of Employment

Date

Final check should include the following:

Deductions:

NO Used, but not earned, vacation daysNO Days to be deductedNO Other

Payments:

Pay through MAY 15, 88
DateNO Unused current vacation daysNO Token payNO Severance Pay

(To be charged to region, division, or service budget.)

2553 - c. 1
3 DAYS ONLY

Deliver check to

DO
 NOT
 WRITE
 IN
 THIS
 SPACE

REASON FOR SEPARATION (Check applicable reason and explain)

Voluntarily Quit

- ☒ 01 Left of own accord
☐ 02 To seek other employment
☐ 03 Other employment—job waiting
☐ 04 Dissatisfied with job
☐ 05 Marriage
☐ 06 Relocation
☐ 07 School
☐ 08 Illness
☐ 09 Pregnancy
☐ 10 Transportation difficulty
☐ 11 Failed to report or call
☐ 12 Voluntary retirement
☐ 13 Voluntary—other

Discharged

- ☐ 14 Violated BSA rules
☐ 15 Absenteeism/tardiness
☐ 16 Poor job performance
☐ 17 Refused to follow instructions
☐ 18 Refused to accept transfer
☐ 19 Lack of work
☐ 20 Discharged—other

Other

- ☐ 21 Compulsory retirement—age 70
☐ 22 High school or work/study student
☐ 23 Position eliminated
☐ 24 Other reason

Comments GAVE PERSONAL REASONS IN LETTER DATED
MAY 15, 1988

PERFORMANCE

	Very Good	Satisfactory	Unsatisfactory
Attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability in Position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<u>UNDETERMINED</u>	

Would you reemploy this individual for a position in your department? ☐ Yes ☒ No

[Signature]
 Signature of Preparer

Date

[Signature]
 Signature of Region, Division, or Service Director

MAY 18, 88
 Date

Distribution: White—National Office Personnel File; Blue—Employment; Canary—Payroll; Pink—Region, Division, or Service



M E M O R A N D U M

TO: Ralph Jordan
FROM: Samuel E. Wampler
SUBJECT: Termination of James Hale
DATE: May 19, 1988
CC: Ray Neal

As per instructions from Ray Neal, on Wednesday, May 18, 1988 at 4:00PM, I called James Hale into my office and read the following statement:

The National Office has received a signed statement indicating your involvement in child abuse for an extended period of time involving an individual in Okinawa - as a result of this, I'm required to request your resignation as an employee of the Boy Scouts of America.

Ed Kneller, Director of Support was present during the meeting.

James Hale signed the enclosed letter of resignation and was escorted off Base by Ed Kneller. There were no protests or denials from Mr. Hale.

This is a necessary position and needs to be filled as soon as possible.

SEW:mw

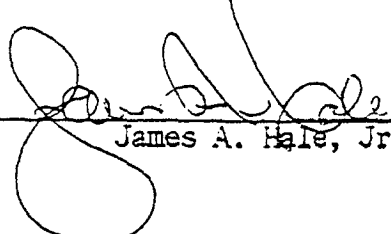
RECEIVED
MAY 19 1988
NATIONAL COUNCIL OF THE BOY SCOUTS OF AMERICA



May 18, 1988

To whom it may concern:

Effective this date I hereby resign my employment with the Boy Scouts of America for personal reasons.


James A. Hale, Jr.